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INTERNAL
USE ONLY

CONFIDENTIAL

SECRET

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

25X1 Uses and Users of Psychological Test
Results in CIA

FROM:

EXTENSION

NO.

DATE

TO: (Officer designation, room number, and
building)

DATE

RECEIVED FORWARDER

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom
to whom. Draw a line across column after each comment.)

1. DMS

25 JUN 25 JUN CBS

2. EO / DDA

26 JUN

J

3. A/DDA

7/26

AM

4.

DDA

5.

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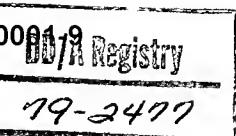
15.

DD/A REGISTRY
FILE: 1-1

a good report on
~~agent~~ Agency
Professional Test
Battery before by

OMS /

25X1
I think that John
is getting nervous!!



C O N F I D E N T I A L

25 July 1979

MEMORANDUM FOR: Deputy Director for Administration

VIA : Director of Medical Services

25X1 FROM : [redacted]
Chief, Psychological Services Staff
Office of Medical Services

SUBJECT : Uses and Users of Psychological Test
Results in CIA [redacted]

1. The purpose of this memorandum is to provide you background information on the uses of psychological tests, particularly the Professional Test Battery (PTB), in CIA. As part of the initial development of the PTB, test profiles were generated on a number of job groups in the Agency and made available to the psychologists who routinely evaluate candidates for those particular job settings. The availability of these profiles enables the assessment psychologist to match the test results for a particular individual against the job-group profiles, and on the basis of the similarity or dissimilarity of the test results, identify appropriate and inappropriate career directions for the individual. In addition to this particular use of test score profiles, the assessment psychologist knows in many instances the precise manner in which particular test scores correlate with specific job performance criteria. This latter information is available as a result of the extensive test validation research conducted over the approximately twenty-five year period the PTB has been in use. Among the test profiles initially developed for this purpose were those on:

Intelligence Analysts
Economic Analysts
General Operations Officers
FI Operations Officers
CI Operations Officers
CA Operations Officers
Paramilitary Operations Officers

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Operations Support Officers
Administrative Officers
Personnel Officers
Security Officers
Logistics Officers
Finance Officers (Accountants)
Foreign Language Trainees

Since this initial work, PTB test profiles have been developed for several other job groups. Included among these are:

Cable Analysts

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Military Research Analysts
Computer Programmers
Imagery Analysts

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Telecommunications Officers
Photointerpreters
Career Trainees
Polygraphers
Trainees in a Variety of Foreign Languages
Current Intelligence Analysts
Operations Center Officers

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In addition to these profiles, we possess a substantial quantity of normative data on a variety of personality tests and other measures for a number of different groups. These personality profiles are used to supplement the PTB profiles, and are utilized primarily in our intensive assessment activities. In addition to this specific test profile information, we maintain PTB results on individuals in a computerized data base and as a result we are able to examine changes in test performance in various job groups over time as well as to generate specific test profiles on demand for highly specific or unusual assessment and research purposes.

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2. With this background on what we have available in terms of test profiles for various Agency job groups, it is informative to see just who the users of test results in the Agency are. To do this we examined the requests for test reports received during the first six months of calendar year

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1979 for several categories of PTB test reporting. The unit of analysis here is the request for a test report from a particular Agency component. The number of test reports requested slightly exceeds the number of individuals on whom test reports are actually written since in some instances test reports on a particular individual are sent to more than one requesting component. Specific data on test reporting to major components within directorates are as follows:

Category 1: Test Reports on Applicants for Professional Positions Requested Through Office of Personnel/Skills Bank
(No. Reports Issued 25

<u>DDA</u> (No.	<input type="checkbox"/>
OL	<input type="checkbox"/>
ODP	<input type="checkbox"/>
OF	<input type="checkbox"/>
OP	<input type="checkbox"/>
OS	<input type="checkbox"/>
OC	<input type="checkbox"/>
OTR	<input type="checkbox"/>
OMS	<input type="checkbox"/>

(test results communicated directly to OMS management)

<u>DDO</u> (No.	<input type="checkbox"/>
CIS	<input type="checkbox"/>
EA	<input type="checkbox"/>
SE	<input type="checkbox"/>
PCS	<input type="checkbox"/>
EUR	<input type="checkbox"/>

<u>NFAC</u> (No	<input type="checkbox"/>
OCR	<input type="checkbox"/>
OIA	<input type="checkbox"/>
OER	<input type="checkbox"/>
OSR	<input type="checkbox"/>
OWI	<input type="checkbox"/>
OPA	<input type="checkbox"/>
OSI	<input type="checkbox"/>
OGCR	<input type="checkbox"/>

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DDS&T (No.
NPIC
OSO
OTS

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Minority Test Reports Issued Through
Skills Bank 25

Category 2: Test Reports on Applicants for the CT
Program 25

CT Sheets (test writeups on special
preprinted forms) 25

CT Box Scores (written centile estimates
of overall intellectual ability) 25

Category 3: PTB Reports on Employees (Includes
Minorities) (No. Reports Issued 25

DDA (No.
OMS
OL
OP
OS
OC
OTR

25X1

DDO (No.
SE
EUR
LA

AF
EA
IMS

NFAC (No.
OCR
OIA
OCO
OSI
OPA
OER
NFAC

(office unspecified)

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DDS&T (No. 25

OTS
OSO
OD&E
DDS&T (office unspecified)

Category 3: DAT Reports on Employees (Includes Minorities) (No. Reports Issued 25

DDA (No. 25

OL
OC
OMS
OTR
ODP
OF
OS

DDO (No. 25

IMS
SE
LA
NE

25X1

NFAC (No. 25

OPA
OCR
OER
OIA
OSI
OGCR
OSR
OWI

NFAC (office unspecified)

DDS&T (No. 25

OSO =
NPIC =
OD&E =
OTS =

ORD =

O/DCI (No. Reports = 25

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Category 4: Intensive Psychological Assessments
(No. Reports Issued =

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All of the categories of test reporting described above are based in some way on interpretation of PTB results. Category 1 encompasses test reporting on applicants for Agency professional positions which are administratively processed by the OP Skills Bank. Until early this year, test reports of this type on minorities were handled somewhat differently--hence the separate listing for these reports. Although it may appear that the DDO is the most infrequent user of test reports on applicants, this is not the case. The vast majority of CTs are slated for the DDO. Thus, the DDO is the ultimate beneficiary of most of the test reporting included in Categories 2 and 4. It should also be pointed out that most of the individuals included in Category 4 were reported on earlier in their applicant processing and are in all likelihood included in Categories 1 or 2 as well as in Category 4. Category 3 covers test reports on employees. The distinction between PTB and DAT (Differential Aptitude Test) testing and subsequent reporting lies in the substitution of the DAT for the PTB intellectual ability measures in those cases where the individual is considered educationally disadvantaged in terms of potential performance on the PTB ability tests. All remaining portions of the PTB are, however, administered to these individuals, and the DAT test reports are based on the non-ability portions of the PTB as well as upon the DAT itself.

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3. It is evident from even the most cursory examination of the PTB test reporting statistics summarized above, which cover only the first six months of 1979, that the use of psychological testing in CIA is widespread. Our products and services are requested by components in all parts of the Agency. It is easy to see from this how we have been able to develop such a comprehensive set of test profiles on such a wide range of Agency job groups. Having these test profiles available, on the other hand, increases our ability to write useful test reports for consumers, which in turn leads to further increases in demand for our services. To convey to you something of the magnitude of the increase in demand for our services, we present for your information summary data for the first nine months (October through June) of FY 78 and FY 79 for several categories of psychological testing, along with the percentage increase or decrease in each category. Unlike the statistics presented above, which are based on counts of test reports requested by consumers, the data shown below are based on number of individuals falling within each testing category. The data are as follows:

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<u>Testing Category</u>	<u>No. Individuals Tested in:</u>		<u>Percentage Increase (or Decrease)</u>
	<u>FY 78</u>	<u>FY 79</u>	
Applicants--PTB Part I			+111%
Applicants--PTB Part II			+119%
Applicants--Full PTB			+78%
Employees--PTB			+5%
Employees--DAT			(-12%)
Modern Language Aptitude Test			No Change
Wolfe Computer Program- ming Aptitude Test			(-17%)
General Aptitude Test Battery			+178%
Photointerpretation Test			+478%
Intensive Assessment Personality Testing			+65%
Total of all Categories			+72%

The figures presented here are self-explanatory. The demand for psychological testing in the Agency has never been higher. The total increase in number of individuals tested in FY 79 compared with FY 78 is up by 72%. We have met this increase in demand for testing with no increase in our Testing Section personnel, but we clearly cannot accommodate further increases in demand without some augmentation in our testing personnel resources. 25

4. In conclusion, we are justifiably proud of our testing programs. We have at our disposal an impressive list of test profiles on a wide variety of Agency job groups for use in

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interpreting individual test results. As a result of our extensive test validation research program, we know in many instances the precise mathematical manner in which selected test scores correlate with performance in a number of specific job settings. Our ability to generate test profiles, conduct validation research, and monitor possible changes in test performance over time is made possible by the possession of a sophisticated computerized data base containing test scores on [redacted] individuals. Our testing products and services are sought by components, managers, and individuals from all corners of the Agency. Lastly, we have experienced a tremendous increase in demand for our services and we attribute this to a growing recognition in the Agency of the value, utility, and quality of our products and services.

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